

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

Box 10128, Detroit, MI 48210

(313) 842-2600

Oct. 1983
No. 38



Members: 94,086 Presser: 13,082

By Ken Paff
TDU National Organizer

"It will never work, you can't stop them from rigging the vote."

"TDU is right, but they'll never beat Presser on this."

"The members are too stupid, it's hopeless to fight this Rider."

How many of you heard comments like these about the Relief Rider to the NMFA in the past two months? I'd say quite a few did.

But on September 16, our phones at the TDU office rang off the hook with members calling to congratulate us, congratulate themselves and each other. It was a day for celebration, for the attempt to break the National Master Freight Agreement in two was beaten by an overwhelming 88% margin, 94,086 to 13,082. With this kind of huge margin, it is less likely that Presser and the employers will come right back with the same stuff in a new wrapper.

How It Happened

It didn't come automatically, but by a concerted effort over a two-month period, to combat the PR put out that the Rider would somehow bring thousands of Teamsters back to work.

1. **Information and Education.** On July 6, the union's National Freight Industry Negotiating Committee of some 120 persons met in Chicago, and were handed a copy of the Rider. But Presser collected every copy at the end of the meeting. Some "negotiating committee"—they not only didn't do any negotiating, they don't even get to hold on to what they did not negotiate.

But...TDU obtained a copy and had it out to the rank and file nationwide within days. Over the next month, three separate bulletins were issued by TDU detailing the facts and what the deal would mean for the membership. This involved many hundreds of phone calls, many thousands of dollars, many tens of thousands of bulletins, many more reproduced by active

members.

This effort was crucial to laying the groundwork for membership understanding of what was at stake. Information is the backbone of democracy, which is why Jackie Presser tried to suppress it and cover it up.

2. **Organization in the Locals.** In August, efforts turned toward building a movement in each local to save the contract. This aimed toward the union meetings which were held on August 20-21. Those meetings, which were attended by an estimated 30,000 members, overwhelmingly came out against the rider. Some 50 locals passed motions putting the local on record against it. Some called for Presser's resignation.

Overall the meetings demonstrated that the vast majority of members supported our cause and put the momentum on our side.

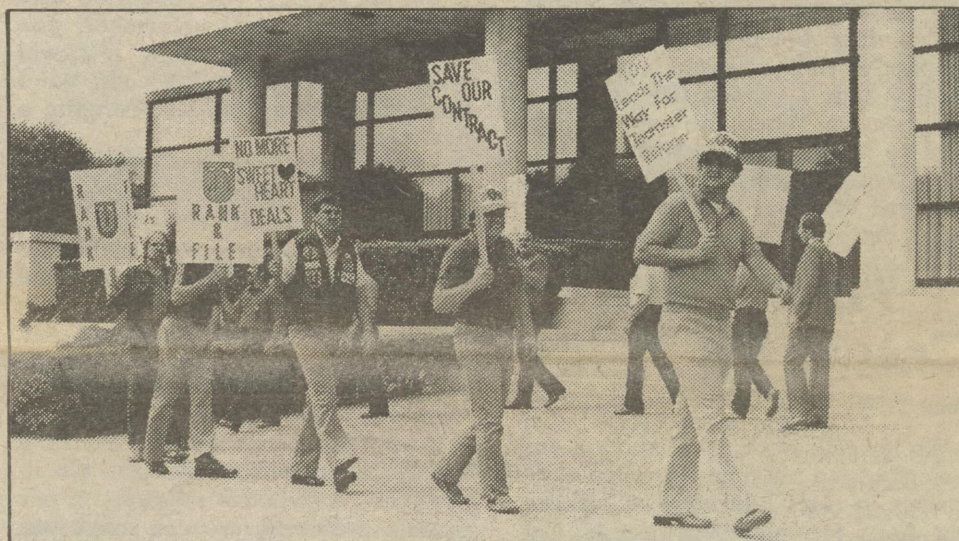
Presser responded with press conferences and news releases in Cleveland and Washington to denounce the meetings as the work of "outsiders" and predicted the members would approve his Rider in the vote. That's how out of touch he is.

3. **Support from Local Officers.** Another crucial factor was the support for stopping the Rider from many local officers. Some were just going along with the tide that had built up. Some were genuinely concerned.

TDU has always felt that when local officers are willing to take a stand for the rank and file, even if it involved conflict with the IBT top officers, it makes a difference. It made a difference here, and we salute those local officers who genuinely came out for saving the contract.

TDU also did everything possible to safeguard the vote count, to insure that the membership sentiment would be accurately reflected in the numbers. Some 200 members called our office to request or demand that we take these actions, and we did all in our power and were prepared to go much further

(continued on page 12)



WE'LL BE THERE. Members shown at IBT Headquarters on September 14 are part of 35 who took off work and travelled to Washington, D.C. to take all possible steps to help insure a fair vote process. Others were at the Seabrook, Md. Post Office, followed the ballots to the warehouse where they were counted, doing their best to monitor the vote. These dedicated members will be at the Rank & File Convention on October 15-16 in Detroit, to talk about what to do next.

Who is the Real 'Tiny Minority'?

Over 100,000 Teamsters have just settled another question besides voting down Presser's relief rider.

Before the vote count was in, Presser had a fit after Local meetings around the country voted to recommend a "no" vote. He said the votes represented a tiny minority and were the results of distortions by "outsiders." The attack was just another version of the false charges by Presser and his "Blast" squad against TDU ("communist," "anti-union," "backed by employers," etc.). Presser always claims that the silent majority of Teamsters are loyal to him and his policies.

This vote provided a test. Before the vote, Presser could claim anything,

since he has never actually faced a rank and file vote for any of his union positions or for any of his policies. Since Presser got a pitiful 12% of the vote for his policies, it looks like it's Presser and his friends who are the tiny minority.

Even more revealing are the results in Ohio, Presser's home state. In Ohio, Presser's attacks on TDU are nothing new. Since 1977 they have occupied page after page of the official Ohio Teamster paper. And Ohio is where the members know the most about Jackie Presser.

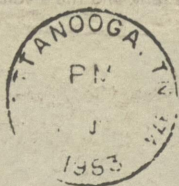
Ohio Repudiates Presser

So what happened in Ohio—in
(continued on page 11)

Rank & File Convention, p. 6-7

from:
the members

to: convoy-dispatch



Thanks to TDU Members For Work Against Rider

Dear TDU,

All Teamsters around the country owe a vote of thanks to hundreds of TDU members who led the successful fight against the Master Freight Relief Rider. I'm in a grocery warehouse. Our contract is patterned on freight. If this rider had passed, hundreds of thousands of Teamsters would have faced new takeaway demands from our employers—in carhauling, construction, grocery, and many more.

This rider would never have been defeated if TDU members around the country hadn't worked like crazy for two months. When the top officials tried to keep the agreement secret, TDU issued special bulletins. TDU members went out and paid for extra copies out of their own pockets. They

Your Turn Could Be Next

Dear TDU,

We have to work on protecting our seniority, and obtaining a democratic process to elect International officers that have the members' needs and wishes in mind instead of personal gain. Also, enforcement of our contracts is important. Everyone should have the same conditions and wages—no give-aways, give-backs or whatever. Someone who gives something away is just putting a brother member out of work because of unfair competition. Your turn could be next.

Fraternally,
Delmar Bequette
Local 600
Edwardsville, Ill.

Get Ready for Contracts Now

Dear TDU,

Keep exposing Teamster officials' activities, and work for laws to kick out corrupt officials. We should also work to control harassment over productivity and encourage companies to eliminate mandatory overtime and hire the unemployed. Most important, all Teamsters should plan for future contracts now!

Fraternally,
Vern Kays
Local 639
Alexandria, Va.

stood up at union meetings and pushed their local officers to take a stand. For many, many Teamsters around the country, I thank all of you.

Since I am a member of the TDU Steering Committee and live in Detroit, where I can see the TDU office staff swing into action when needed, I can see this clearly. Without the efforts of TDU, the results of this vote would probably have been very different. So if you are in TDU you should be very proud. If you aren't a member, you should join. I suppose a few will always be the first to step out, but I think this vote should lead to quite a few more.

I am also the Secretary-Treasurer of Local 337, the largest in Michigan. I have always felt that Local officers had an obligation to carry their members' feelings into the higher levels of the union and to join their members in fighting for what they believe in. On this vote more local officers did speak out. It made a difference and their members backed them up.

If we build a movement of the rank and file, along with elected officials, to work for constructive solutions to our union's problems, we can make our union great again. This vote was a big step in that direction.

Fraternally,
Jerry Bliss
Secretary-Treasurer, Local 337
Detroit, Mich.

'30 and Out' With Pensions

Dear TDU,

TDU should do something about contract enforcement and reducing give-aways. Pension reform should also be high on the list. We need increased benefits, and 30 and out with no age limit.

Also the funds should be invested in "safe" trust. Our grievance procedure is also badly in need of reform. We should have the ability to strike over grievances. Other unions do. Further, there should be no production quotas for any Teamster of any craft.

Fraternally,
Mark Tyson
Local 339
Troy, Mich.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

Get a
Convoy Dispatch
Bundle
Each Month!



Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of **Convoy Dispatch** from TDU. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles. Just \$3 for 10, \$4 for 20, \$5 for 50, and \$9 for 100. Remember, knowledge is power, and **Convoy Dispatch** is the only reliable source of Teamster news.

Name _____ Local Union # _____
Address _____
City _____ State/Prov. _____ Zip _____
Phone _____ Company _____
City ☐ Road ☐ Dock ☐ Warehouse ☐ Other _____
Bundle size: ☐ 10 (\$3) ☐ 20 (\$4) ☐ 50 (\$5) ☐ 100 (\$9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of **PROD** and **TDU**.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1982 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20

Mike Belzer, Local 705

Tom Bernard, Local 435
Charlie Brown, Local 585
Cliff Coonley, Local 600
Fran Griffith, Local 436
Bob Kinnunen, Local 705
Jan Sunoo, Local 278

Alternates:

Clifton McDonald, Local 557
Mike Johnston, Local 679
Allen Ebert, Local 773

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

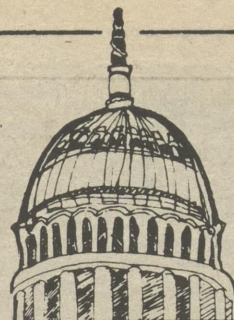
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612-2000 P St., NW
Washington, D.C. 20036
(202) 785-3707

TDU Reveals Companies Pay Measly BMCS Fines

Material uncovered in a TDU-PROD Freedom of Information Act (FOIA) request again raises serious questions about the BMCS's ability to enforce its safety regulations.

A listing of fines paid between 1980 and 1982 for violations of the Federal safety regulations reveals the following:

Carrier	Total Fines Paid
Carolina Freight	\$6,000
Roadway Express	2,000
Consolidated Freightways	2,000
Arkansas Best Freight	1,000
Overnight	0
Viking	0
Ryder	0
Yellow Freight	0
Transcon	0
Smith Transfer	0
Preston	0
Branch	0

Roadway, for years the nation's biggest carrier, has a reputation among workers for blatantly using defective equipment and forcing fatigued drivers on the road. Yet they paid only one fine. Other companies mentioned here are among the nation's biggest and they paid few, if any, fines.

The FOIA information also revealed that not one company was fined during the period for dispatching ill or fatigued drivers. Many drivers see fatigue as the number one killer on the road. It is estimated to be a

causative factor in at least 40% of large truck accidents.

Drivers offer several reasons for lack of prosecution:

1) BMCS is unwilling to accept a driver's claim of illness or fatigue

2) BMCS seldom investigates if a carrier demonstrates that they have a safety department and procedures on paper which meet BMCS requirements

3) Violations found among the big carriers are usually dismissed without further investigation as isolated instances of wrong doing

4) BMCS finds it too expensive to prosecute big companies who have legal staff which mock its loophole-plagued regulations.

In truth, it pays for the big companies to violate the law. The chance of getting caught is so slim. The penalty, if caught, is so weak that few companies, big or small, worry about it.

A total commitment by the union and the rank and file is needed to bring about the changes necessary to ensure truck safety. Start by attending the Health and Safety workshop at the upcoming TDU Convention October 15-16.

(Copies of the 20-page list of violators can be obtained by sending a check for \$2.00 made out to the TDU Washington office along with your return address.

TDU Exposes Phony Industry Safety Claims

The TDU Professional Drivers Council has issued a statement questioning the validity of the recent American Trucking Associations (ATA) news releases which give the impression that large truck accidents decreased dramatically during the last five years, and that twin trailers are safer than single trailers.

The ATA relies on Bureau of Motor Carrier Safety (BMCS) data which compares 1982 with 1978 and concludes that accidents have dropped 6.6%, fatalities are down 17.4% and injuries reduced 21.4%. BMCS also claimed there were 1.35 accidents for single trailers but only 1.07 accidents for twin trailers per million miles.

Joe Keffer of the TDU-PROD office questions the reliability of the BMCS data. He says that in 1981 the BMCS reported only 2810 fatalities related to large truck accidents, while another DOT agency, the National Highway

Traffic Safety Administration, reported 5779 deaths in that category for the same period. Also, TDU-PROD has obtained access to a recent BMCS document which admits the bureau's statistics are low by as much as 50%.

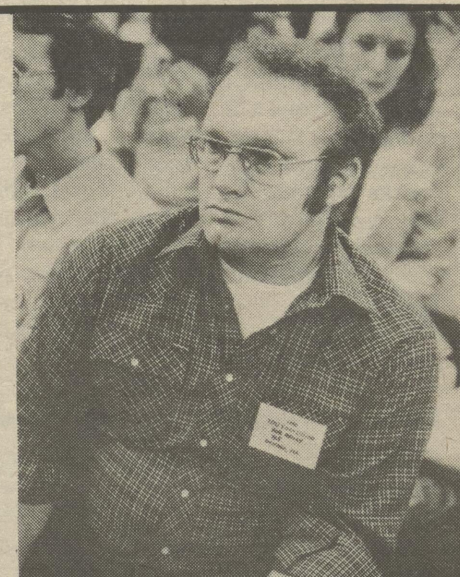
In addition, Keffer pointed to a March 8, 1983 Insurance Institute for Highway Safety report which offers credible evidence that double trailer accidents result in 9.5 fatalities and 126.3 injuries compared to only 6.5 fatalities and 47.9 injuries for single trailers over a comparable distance. Accidents with doubles could increase now that they are allowed on congested eastern highways.

Keffer stated that "driving an 18-wheeler is one of the most dangerous occupations in America today, and no amount of press releases by the ATA can cover that up. We will continue to press for increased safety protection for drivers."

"I'll Be There!"

Bob Reilly, Willett Transportation
Local 705, Chicago, Ill.

"In the past year the company I work for forced its employees into voting on concessions on six different occasions. Armed with knowledge gained at last year's convention, I was able to successfully aid in helping defeat all six votes even though each concession was backed by Chicago Local 705. I'll be at this convention to share with my brothers and sisters my experiences in our fight for a decent contract. I will bring my intellectual sponge in an effort to absorb all I can to help my Chicago brothers to hold on to their hard-earned rights and privileges."



Battle Over Bulletin Boards Continues

By Joe Keffer
TDU General Counsel

In hubs, shops and terminals around the country, management personnel often yank down TDU literature or other rank and file announcements from public bulletin boards. TDU is consistently fighting to maintain and extend the members' legal right to communicate about union business.

Most union shops have an official union bulletin board, negotiated in the contract with the company. In many shops the company has a bulletin board for its notices also. But most shops have some form of "all-purpose" bulletin board, where advertisements, social events, cars for sale, etc. are posted.

There is no blanket legal right to post TDU or rank and file literature at work, but where there is an "all-purpose" type bulletin board of any sort (once the company allows unofficial notices) it cannot discriminate against TDU or rank and file notices.

TDU has fought for years to maintain and extend this right and has won dozens of NLRB cases to enforce it. Some employers (sometimes with the help of union officials) consistently try to violate it, UPS and Roadway high on the list.

Judge Rules Against Roadway

Konstantine Petros, Roadway steward from Toledo, recently won a decision at an NLRB trial before an Administrative Law Judge after Roadway completely removed an all-purpose bulletin board. Roadway claimed it contained objectionable messages or threats, but the judge found that this was just a pretext to get rid of TDU announcements. Roadway has appealed the decision.

UPS recently started a campaign to "purge" its bulletin boards. They

want to remove all ads, announcements etc., and then claim they are not discriminating against TDU or union-related materials.

TDU is working to combat this nationally. Numerous charges have been filed, some won, and we are attempting to get a national ruling from the NLRB on the matter at UPS. Members there must be vigilant to maintain their rights and not let management quietly get rid of them.

Bulletin board rights regarding union officers and agents are not as clear to the NLRB as those regarding employers. In 1981 TDUer Charles Helton of Chattanooga Roadway won a landmark court decision stating that the right to place literature on employer controlled and union controlled bulletin boards is identical.

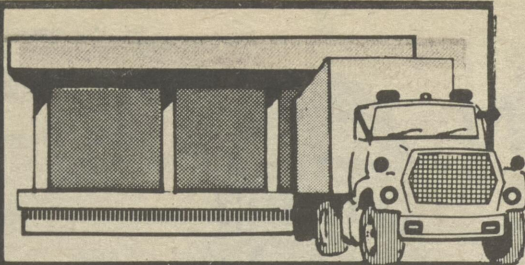
Unfortunately the increasingly pro-employer NLRB has refused in some cases to go along with the Helton decision in other cases. They have claimed that in the case of union controlled bulletin boards you need to prove not just discrimination but threats against members. TDU is working to knock down this disturbing development.

Evidence Needed

Finally, to obtain NLRB enforcement of bulletin board rights you need evidence. The mere fact that literature disappears is not enough. You would usually need a witness, yourself or another worker, who has seen a boss or union agent tear down the material. Company policy statements, verbal or written, which discriminate against rank and file literature are also good evidence.

Defending bulletin board rights involve a worker's basic free speech rights. TDU has taken the lead on this issue, in the shops, at the NLRB and in the courts. If you need help on it, we advise you to contact the TDU office.

Freight Lines



Ohio Panel Gives Away OT Break for Roadway City Drivers.

The Ohio Joint State Committee recently undermined an important working condition when it upheld Roadway's suspension of a city driver for taking an overtime break after 10½ hours of work. Presser's grievance panel made this outrageous ruling despite a long standing past practice allowing the third break, letters from other Roadway employees in Akron who had taken OT breaks without being disciplined, and a letter from the driver's BA stating that the driver was told by the union he could take the break.

There is no explanation for why the panel ignored this evidence and reversed the deadlock ruling of the Akron panel. The driver intends to keep fighting for this working condition, especially at another hearing on his work record which is coming up in Columbus. Whose side are Presser's panelists on, anyway?

Laid-off Men Babysit the Phone in Joint Council 40.

The Joint Council 40 supplement to the Master Freight Agreement contains language in Article 43 which effectively forces laid-off workers to babysit the phone forever if they want to work. The language requires laid-off men either to be available for work every day, subject to warning letters if they miss a call, or to inform the company in writing that they want to be called only if an entire week of work is available. Naturally, there are more opportunities for one or two days of work than there are for an entire week.

Even this slavery language isn't enough for Roadway Express, which has been abusing Article 43. First they fired one employee for not being available for work on several occasions, because he hadn't written the required letter. He won his job back after agreeing to sign a letter.

But the next week, Roadway worked a man junior to him for 42 hours. Having signed the letter, the senior man now was eligible for the work call. He grieved, and won more than a week's back pay.

It's a mystery to us why the union signed this provision in the first place. Why should a laid-off man have to choose between babysitting the phone and foregoing anything except an entire week's work if and when that's available. What's the big sweat for the company to call the next man on the list if someone is not available? Why are we always giving the companies more control over our lives?

Detroit CCC-Highway Teamsters Still Out in Cold.

When CCC Highway demanded an illegal concession vote at each terminal, Detroit voted no. The company followed through on its stated threat to close the terminal in retaliation, a clear unfair labor practice. CCC then cut wages and benefits drastically (\$11/hour, reduced sick days, lost a week's vacation, straight time for 52 hours, etc.—very similar to the Relief Rider) at the remaining terminals.

Detroit Local 299 filed NLRB charges but settled later for 2.5 weeks severance pay. One CCC worker from Detroit told us that the closing was "extortion, no matter how you look at it." Meanwhile, in Ohio a grievance was won in August awarding money back but CCC has refused to pay. Hopefully Detroit will reopen, but it's anybody's guess at this point.

The situation points out the need for united action by the International on situations like this, or chaos and divisions result.

Branch Motor Won't Pay Up.

Branch Motor Express is using threats of closing up operations to avoid paying money owed to members, taken in the form of illegal 15% wage deductions last year. The NLRB moved against Branch, but now management is asking to meet with unions in September to try to dodge the payments.

How the Rider Would Have Spread.

New York Local 807 and Baldwin Transportation came up with a deal that shows how Presser's Relief Rider would have spread, had it passed. Instead of getting national ballots for the workers involved (who are under a rider to the NMFA), Local 807 conducted a vote on September 13 at the company on the terms of the rider to implement it separately. It was rejected 38-20. If the national Rider had passed, you can bet hundreds of Teamster employers would be demanding it by now.

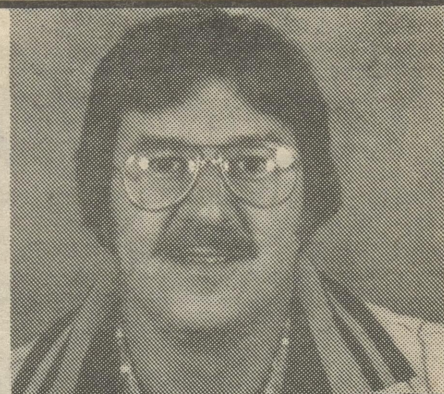
Contract Thrown Out at IML.

A federal bankruptcy judge in Salt Lake City threw out the Master Freight Agreement at IML, and imposed a contract similar to the Relief Rider, but even worse (\$9.60 an hour, 22c per mile, etc.). The union conducted a strike vote in early September, and a meeting with the company is set for Kansas City as we go to press. The situation is equivalent to an expired contract, thanks to the judge's actions. IML wants to put the blame on the union if it goes out of business, and take thousands from each member on the way.

"I'll Be There!"

Gene Parker, Helms Express
Local 175, Charleston, W.V.

"I'll be there because I believe in what makes our union the greatest union in the world and that is the rank and file membership. For that reason I joined TDU and believe that the only way to turn our union around is to have the rank and file heard. When the rank and file controls our union, it will become what it once was, and we can again be proud to be Teamsters and not just card carriers."



—The Stewards Corner - Please Post—

Union's Legal Right To Bargaining Info

Unions have a legal right to obtain whatever information they need to represent their members effectively at the bargaining table. For instance, if a company cries poverty and asks for concessions, the union is entitled to detailed financial information in order to evaluate the claim. The company has to turn over documents such as tax returns, auditors' reports, etc. If the union proposes "equality of sacrifice," then it is entitled to information on compensation paid to executives, perks, club memberships paid, etc.

The company's legal responsibility to prove claims of poverty by providing the union with internal company documents was established in a landmark Supreme Court Decision, NLRB v. Truitt Mfg., in 1956. Subsequent decisions have upheld and even expanded these union rights.

Unfortunately, our union has exercised these rights too infrequently. Often, just presenting a detailed request for financial information will cause an employer who is demanding concessions to think twice. Teamsters Joint Council 7 in Northern California has developed the following list of demands for information if a company asks for concessions:

- Documents submitted by the employer to banks for the purpose of obtaining loans, including projected balance sheets and income statements
- List of buildings and land owned or leased by the employers' business, including a statement of their market value, and information on lease terms and conditions
- Financial statements for three

years prior, as well as tax returns and current financial statements.

- Depreciation schedules for all depreciable assets, as well as current market values of these assets.

- Analysis of working capital for the last three years.

- Organization chart of all supervisory and executive employees, and a schedule of their total compensation.

- Employment contracts, life insurance policies and loans for officers, managers, directors and/or owners.

- Schedule of total compensation to officers, managers, directors and/or owners.

- Expense reports submitted by officers, managers, directors, and/or owners.

- Information on pension and/or retirement plans in which union members are excluded.

- List of leisure items such as club memberships and vacation homes provided by the company to executives.

If the company does turn over the information, it can often be very useful in educating the membership on waste inside management and other problems, as well as evaluating the demand for concessions.

The right of the union to obtain information extends to the processing of grievances as well. The union has the legal right to obtain any information it believes it needs to process a grievance in an informed manner.

This information is taken from a helpful new book for unionists called **Concessions and How to Beat Them**, chapter 4, section 3. See our review of this book on p. 10 for more information.

Members Suing CTDU Over Failure to Hold Meetings

TDU members who belong to the Chicago Truck Drivers Union (CTDU—Chicago Independent) are suing their local because of its failure to hold regular membership meetings.

CTDU hasn't held a single general membership meeting in ten years. In addition, only the union's Board of Governors have the right to convene meetings, and the CTDU Constitution provides for a quorum of 25% of the union's membership. And only the Board of Governors can submit an amendment to the Constitution. Most local bylaws in the Teamsters Union provide for quorums ranging from 15

to 50 members, a tiny fraction of CTDU's percentage.

The plaintiffs in the suit are Bob Grant, Jerry Picardi and Troy Finn, and they are represented by attorneys Robin Potter, and Michael Goldberg of Rutgers Law School.

The suit filed in August, alleges that the failure to hold meetings violates Title I of the Labor-Management Reporting and Disclosure Act, which guarantees the freedom of union members to speak out in their unions.

Goldberg won a similar suit in 1982 in behalf of the membership of Local 247 in Detroit.

Solidarity in AMAC Strike Limits Losses

After a hard-fought 17 day strike, 175 members of Seattle Local 174 who work at Sears AMAC Trucking (a division of Leaseway) went back to work on September 19. While the strikers suffered some concessions, these were limited by an encouraging show of solidarity from other Teamster locals in Seattle.

Unfortunately, that spirit of solidarity did not extend to the Joint Council or International, and many strikers believe all concessions could have been averted if Local 174 had received backing from the top levels of the union.

On strike were 35 Sears forklift drivers, 32 AMAC home delivery drivers and 107 AMAC line drivers. All three contracts expired on April 1, and after five months of hard bargaining, the workers were forced out on strike. AMAC hauls exclusively for Sears, and ever since Leaseway bought them four years ago, they have been pushing hard for concessions.

As soon as the 174 members hit the streets, 600 Sears warehouse workers who belong to Local 130 under an open shop contract went out in a sympathy strike. At least 60% stayed out for the

duration of the 17-day strike. In addition, many of the Seattle Local 741 freight drivers refused to handle any Sears cargo.

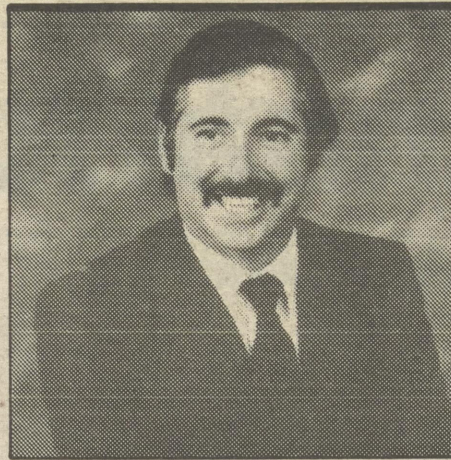
As one AMAC home delivery driver put it, "If we hadn't gotten support from those guys in 130 and 741, we'd have been down the tubes."

Joint Council 28 Drags Feet

To weaken the strike, Sears and AMAC began routing their deliveries through Portland and Los Angeles. Local 174 Sec.-Treas. Wayne Triplett turned to Joint Council 28 to get sanction to extend picket lines to those areas, but the Joint Council never acted.

Local 174 didn't want to extend the lines without sanction because of an incident three years ago, when it extended picket lines in a grocery strike without Joint Council sanction. The lines were crossed, and the International ordered the local to withdraw the pickets. The result was a \$2 million damage suit against Local 174, which made it hesitant to act on its own this time.

With the Joint Council refusing to extend the pickets and with support from the sympathy-striking warehouse



"I'll Be There!"

Abe Ferrelra, Dresser Industries Local 145, Stratford, Conn.

"I'm looking forward to attending the TDU Convention, and meeting with many of our brothers and sisters. I know I will obtain a lot of information to help our Local 145 here in Connecticut."

workers apparently fading, the members voted to go back to work.

As George Pappas, a rank and file member of the AMAC line drivers negotiating committee said: "When you take on the biggest retailer and the fourth biggest trucking company in the country, you just can't go it alone. If we had gotten help from the Joint Council or the International, there is no way we could have lost."

Concessions Limited

The final settlement was not great, but it also wasn't as bad as it could have been. Leaseway had been pushing to put home delivery drivers on incentive pay, while drivers had wanted to get back \$1.10 in concessions they gave last year. The settlement put half of them on incentive while the other half got back 55c. The drivers also lost half their sick leave

and a personal holiday.

The AMAC road drivers, who make \$1.30 more than Master Freight scale, accepted a three year wage freeze, and lost half their sick leave, a personal holiday, half their meal allowance and part of their guaranteed hours. But Leaseway had gone into the strike seeking either a cut of \$1.30, or a 14% cut in each year of the three year contract, as well as elimination of the meal allowance.

The forklift drivers got a wage freeze, while Sears had sought a cut and abolition of the 40-hour guarantee.

The strike illustrated that a little solidarity can go a long way in preventing devastating concessions—but that complete unity at all levels of the union is needed if workers are to preserve and improve their conditions against tough outfits like Sears and Leaseway.

Ryder-PIE Runaround in Pa.

When 89 Ryder-PIE road drivers moved into their new Bath, Pennsylvania terminal in July, they had no idea what was in store for them. They could not have known that their board would be flooded with people working for 30% less than them with the majority of the good-paying runs diverted to these "70%ers." And worse yet, that their local union reps would sit on their hands.

But the drivers are not sitting back. They have already sent letters and petitions to the Eastern Conference and IBT, and now plan to organize to demand their rights.

After the 89 transferred in from other domiciles, Ryder-PIE hired more than 50 additional drivers, at 70% of scale. The Eight-Cities NMFA Supplement has a sweetheart "trainees" clause of 70-80-90% over a three year

period, but this clause does **not** apply at new terminals. The Bath terminal is a new terminal for Ryder-PIE; formerly it was used by Spector Red Ball. The road domicile is completely new to the area. The change of operations, as written by the carrier, referred to Bath as a new terminal.

But now, the company claims the entire breakbulk and relay terminal is actually an "extension" of a small city terminal in Easton, Pa! (With this logic, **any** terminal could be an extension of some other nearby one). So...Ryder-PIE is saving a bundle paying experienced Teamsters 30% under scale, who should be getting full rates.

Better Runs to "70%ers"

Even worse, they are exploiting this situation by flooding the board, and diverting the bulk of the longer runs to

the "70%ers." One driver told us "I've run three Toledos, our longest run, since I've been here. Yet some of the '70%ers' have run 15-25 of them." The drivers have compiled statistics to back up their claim that management manipulates the runs this way.

(It is worth noting that this is exactly what would have happened at every terminal in the country had the "Relief Rider" gone into effect.)

The drivers feel that their BA and the Local 773 officers are ignoring their urgent situation, which is hurting every one of the approximately 150 union drivers at the terminal. They are now planning to make sure they get the representation they need or take appropriate action.



"I'll Be There!"

Sam Duncan, Motor Convoy Local 612, Birmingham, Al.

"I'll be there because I feel like it is the proper place for any TDU member to be if he or she wants to know or learn what's going on in the Teamsters Union. I missed last year's Convention, but I am looking forward to meeting many of my friends from all over the U.S.A."

Fight Roadway's Blackmail in Springfield Flex Week Vote

Roadway has instituted the flex work week at its Springfield, Mo. break bulk terminal, after drivers were allowed to vote on the proposal. The final vote on the proposal, which went into effect September 11, was 211-87.

Dock and city men had voted the proposal down twice in recent months, by margins of 70-64 and 69-60. Then Jack Yager, chairman of the Freight Division of the Central Conference and formerly one of Roy Williams' right-hand men, ordered Local 245 to permit the road drivers to vote.

This decision played right into the hands of Roadway's blackmail tactics, which it has used around the country

to intimidate workers into accepting the flex.

The city and dock employees in Springfield plan to continue the fight against the flex. A grievance is being filed and they are planning to consult a lawyer on possible legal action. In addition, a TDU meeting is scheduled for September 26 to plan future steps.

TDU members are currently involved in anti-flex lawsuits in Toledo and Indianapolis. In Toledo, a new flex was imposed without a vote, and in Indianapolis road drivers were allowed to vote. The suits are still in the preliminary stages.

Trusteeship in Local 100?

On September 14, the International held a day-long hearing in Cincinnati to investigate whether Local 100 should be placed into trusteeship. The overwhelming majority of speakers at the hearing, which was attended by 400 members, opposed trusteeship.

Members of Local 100 say that Pres. Jerry Kiser was responsible for calling in the International to investigate trusteeship. The local has been plagued by a series of charges and countercharges among the Executive Board members, and an election is coming up this fall.

Kiser was exonerated recently by the Joint Council of charges that he used the Local's money to purchase pots and pans for his wife, and to have work done on his car. Kiser in turn charged that some Business Agents

ran up big bar bills on the Local's organizing budget.

Most of the hearing focused on charges that Kiser was ignoring the wishes of the Executive Board by suspending regular meetings of the union's trustees, and by filling a vacancy on the Executive Board without the approval of the Board.

Newspaper reports in Cincinnati indicated that the International's decision should be known within one month.

Trusteeship in Local 100 would deprive the members of the right to choose their own leadership just when they appear to have the opportunity to vote in officers who may work to serve the members. TDU will monitor the situation and work with any members who wish to fight the trusteeship.

8th Annual Rank and File Co

FRIDAY — FOR EARLY ARRIVERS

EARLY REGISTRATION 12 noon - 5:00 pm
HOSPITALITY ROOM 12 noon - 7:00 pm
SPECIAL WORKSHOPS 12 noon - 2:00 pm

• Trends in the Trucking Industry

Deregulation and recession have turned the trucking industry upside down since 1980. The non-union sector is growing and the independents are being squeezed. What should the union's response be? A presentation by TDU members who have researched this topic.

• It's Time for Management Concessions

A presentation by an experienced educator and economist about a strategy for fighting back. We've given up plenty and it hasn't improved the economy. Here are some ideas on how to cut back on some of management's power.

FILMS AND VIDEOTAPE SHOWINGS 12 noon - 2:00 pm

(Note descriptions below)

• Labor's Turning Point

BREAK AND VIDEO SHOWINGS 2:00 - 3:00 pm

• Highlights of the 1982 Rank & File Convention

• Labor's Turning Point

SPECIAL WORKSHOPS 3:00 - 5:00 pm

• Labor History

An analysis and discussion of how the modern-day labor movement got into its present predicament. Why are unions on the defensive now? How did the union movement lose so much of its militancy and democracy? Why is so little organizing going on now? Cornell University Professor Nick Salvatore will lead this important discussion.

• Union Busting and How to Fight It

A presentation by an experienced union organizer about this menace to the labor movement. How to spot the signs of a union buster. How to bust the busters.

ORIENTATION FOR CONVENTION VOLUNTEERS 5:00 - 6:00 pm

WIVES RECEPTION 6:00 - 7:00 pm

FILMS AND VIDEOTAPE SHOWINGS 6:00 - 7:00 pm

• Labor's Turning Point

DINNER 7:00 - 8:00 pm

SPECIAL SESSION: The State of the Labor Movement 8:00 - 10:00 pm

This year a panel of speakers from other unions will discuss their views of the future of the labor movement. What tactics are working and what tactics aren't? How will labor pull out of its current decline and assert its strength again? Bring your questions and comments.

RECEPTION FOR EARLY REGISTRANTS & CASH BAR 10:00 - midnight

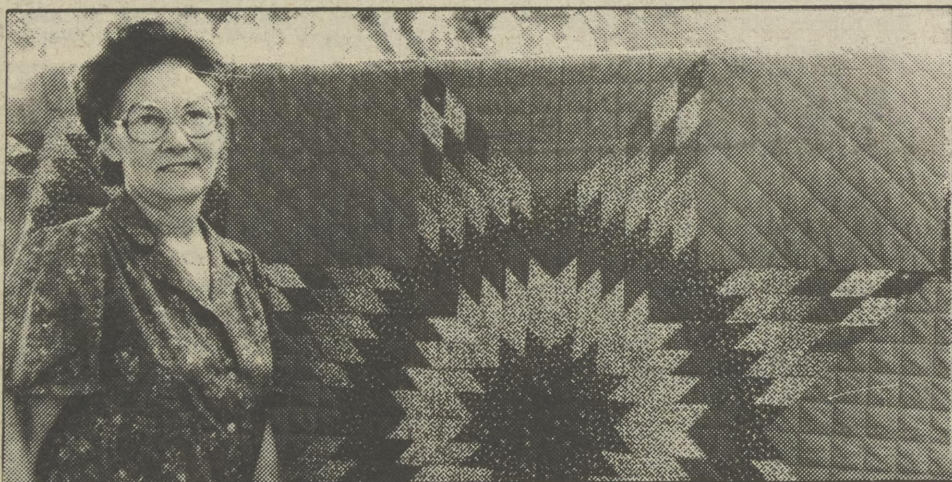
WOMEN TEAMSTERS MEETING 10:00 - 11:00 pm

SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7:00 - 8:00 am

SPECIAL EVENTS

VIDEO SHOWINGS. Highlights of the 1982 Convention, a video tape of the 1982 Convention, will be shown at various times throughout the Convention.

LABOR'S TURNING POINT. A 44-minute color film on the Minneapolis Teamsters' strike of 1934. The film depicts an important chapter in labor history, and of the Teamsters Union in particular. This crucial strike, in the midst of the depression, sparked a dramatic organizing drive in the trucking industry that brought thousands of working people into the Teamsters Union.



Third Annual Quilt Raffle

This beautiful, handmade quilt by Frances Adcock, wife of retired carhauler, Jim Adcock, Local 299, Detroit, is being raffled off at the 1983 Convention. The quilt pattern is the broken star with rust, yellow, red, brown, and black as the colors with

rust being the background color. The quilt has 3,480 pieces. Tickets are \$1.00 each or 15 for \$10.00. If you are not attending the convention and wish to order tickets, write TDU, Box 10128, Detroit, MI 48210.

SATURDAY

REGISTRATION 8:30 - 10:00 am

SESSION I: Rebuilding the Union 10:00 - 12 noon

Chair: Mike Belzer, #705, Chicago

Welcome and Introduction: Ken Paff, National Organizer, Detroit

Overview of Convention: Rick Smith, Staff, Detroit

Speakers: Bob Reilly, #705, Chicago

Jose Soto, #601, Stockton, Cal.

Bill Slater, #315, Richmond, Cal.

LUNCH 12:00 - 1:00 pm

WOMEN TEAMSTERS LUNCHEON 12:00 - 1:00 pm

CONSULTATION TIME WITH TDU ATTORNEYS 12:00 - 1:00 pm

SESSION II: Workshops 1:00 - 3:00 pm

1. Building TDU Chapters
2. The Steward's Role and Building Union Strength on the Shopfloor
3. Arbitration and the Grievance Procedure
4. Pension Funds and Pension Rights
5. Your Legal Rights as a Teamster
6. Being Effective at Union Meetings
7. Road Driver Safety and Health
8. Union Busting and Combatting It
9. It's Time for Management Concessions
10. The Presser Presidency

COFFEE BREAK AND VIDEOTAPE SHOWINGS 3:00 - 4:00 pm

• Labor's Turning Point

• Highlights of 1982 Convention

SESSION III: It's Our Organization 4:00 - 6:00 pm

Chair: Pete Camarata, #299, Detroit

Speakers: Ken Paff, National Organizer, Detroit

Joe Keffer, TDU Counsel, Washington, D.C.

Mike Johnston, West Coast Organizer, San Jose, Cal.

Nominations for International Steering Committee: Doug Allan, #208, Los Angeles

BREAK AND COCKTAIL HOUR 6:00 - 7:00 pm

- Special Roadway Meeting
- Special UPS Meeting
- Special Kroger Meeting
- Special Signal Delivery Meeting
- (Other company meetings can be scheduled)

BANQUET 7:30 - 9:00 pm

PARTY, MUSIC, AND CASH BAR 9:00 - 12:30 am

VOTING FOR INTERNATIONAL STEERING COMMITTEE 10:00 - 11:00 pm

SUNDAY

BREAKFAST 8:30 - 9:30 am

VOTING FOR INTERNATIONAL STEERING COMMITTEE 8:30 - 9:30 am

CONSULTATION TIME WITH TDU ATTORNEYS 8:30 - 9:30 am

SESSION IV: Jurisdictional Meetings 9:30 - 11:30 am

1. Freight and Cartage
2. United Parcel Service
3. Tank Drivers
4. Wives in TDU
5. Grocery and Warehousing
6. Construction
7. Carhaulers
8. Local Contracts

LAWYERS SEMINAR AND LUNCH 9:30 - 12:30 pm

LUNCH 11:30 - 12:30 pm

SESSION V: Workshops 12:30 - 2:30 pm

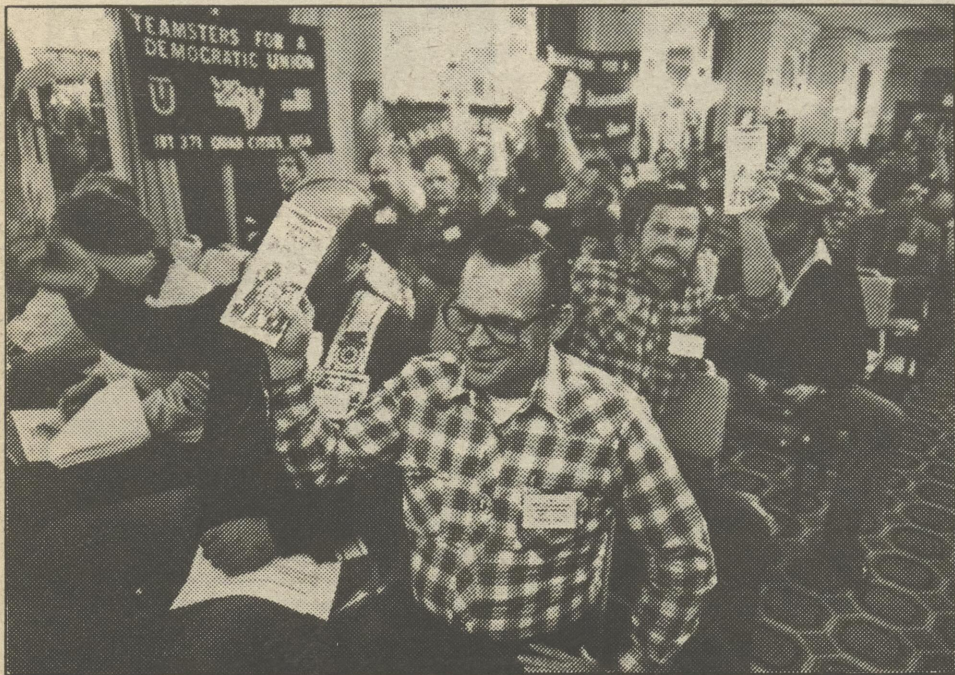
1. Using the Grievance Procedure
2. Programs for Building Local Union Strength
3. Using and Improving Chapter Newsletters
4. Using Campaigns to Build TDU
5. Campaigns for Local Union Office
6. Your Legal Rights as a Teamster
7. Unemployment and Discrimination
8. Occupational Safety and Health
9. Labor History

SESSION IV: The Road Ahead 2:30 - 4:00 pm

Chair: Bilal Chaka, #692, Long Beach, Cal.

Introduction of new TDU Steering Committee and election of officers.

Convention — October 15-16



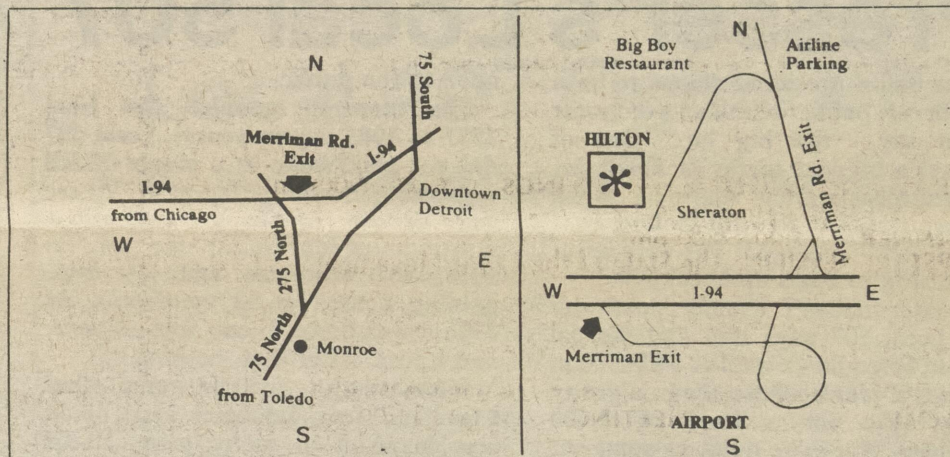
DEMOCRACY IN ACTION at the 1982 Rank and File Convention

WORKSHOPS — SATURDAY

- 1. Building TDU Chapters.** Learn how to build membership, keep people involved, and overcome apathy. Techniques for signing up members and determining appropriate projects will be discussed as well.
- 2. The Steward's Role and Building Union Strength on the Shop Floor.** Being a good steward is more than properly filing grievances. It involves building unity, tactical sense and getting the info you need. Discussion of techniques and tactics for building unionism in the shop.
- 3. Arbitration and the Grievance Procedure.** The last step in many contracts is arbitration. How does it work, what kinds of cases are likely to win (or lose), how to be prepared for a hearing. (A separate workshop is scheduled for grievance procedures using the joint panels.)
- 4. Pension Funds and Pension Rights.** How members can know what to expect in terms of their pensions. Also, how to understand the benefit funds and their workings. Led by Karen Friedman of the Pension Rights Center in Washington, D.C.
- 5. Your Legal Rights as a Teamster.** Learn your rights in the union, on the job, and as a rank and file activist. How to protect your people and guarantee your rights.
- 6. Being Effective at Union Meetings.** To learn to get your point across more effectively and not be ruled out of order. Also, how to be prepared in advance and overcome obstacles. Basic Parliamentary Procedure as well.
- 7. Road Driver Safety and Health.** Reports on the work of the past year of the Washington Office, and plans for the future. Consideration of ideas to combat unsafe practices and "70-hour slavery." Bring ideas for positive action.
- 8. Union-Busting and Combatting It.** A presentation by an organizer from another union about this menace to the labor movement. How to spot the signs of a union-buster. How to bust the busters.
- 9. It's Time for Management Concessions.** A presentation by an experienced educator and an economist about a strategy for fighting back. We've given up plenty and it hasn't improved the economy. Here are some ideas on how to cut back on some of management's power.
- 10. The Presser Presidency.** Ohio Teamsters have been living with Presser's style of unionism for decades. Their experiences can teach us a lot about what to expect in terms of contracts, membership involvement, politics. What we need to do to get rid of Presser, and to make changes in the IBT Constitution.

WORKSHOPS — SUNDAY

- 1. Using the Grievance Procedure.** To "learn to sleep with the contract without going to bed with the boss." How to use the grievance procedure more effectively as well as the mechanics of grievance handling.
- 2. Programs for Building Local Union Strength.** What kinds of programs can local unions undertake to counteract anti-union trends? To organize the unorganized? Involve members in programs and committees? Reform of the IBT must also involve rebuilding union strength, starting in our local unions. A discussion of ideas and tactics.
- 3. Using and Improving Rank & File Newsletters.** How to produce a better written, better looking, newsletter for your TDU chapter. Tips on layout, cartoons, choosing articles, making headlines from an experienced labor educator and chapter newsletter editors. How to get maximum impact.
- 4. Using Campaigns to Build TDU.** Discussion of organizing effective rank and file organizing activities, such as by-laws changes, petition drives, etc., and how they can be used to build up TDU membership in your area.
- 5. Campaigns for Local Union Office.** To explain techniques and strategies that can win and that also help build the rank and file movement (TDU).
- 6. Your Legal Rights as a Teamster.** Learn your rights in the union, on the job, and as a rank and file activist. How to protect your people and guarantee your rights.
- 7. Unemployment and Discrimination.** Organizing the unemployed, and also how high unemployment has led to racial division and scapegoating of minority groups.
- 8. Occupational Safety and Health.** A workshop for Teamsters in shops, warehouses, or docks with safety problems, who would like to know the laws, the regulations, how to spot hazards, and how to effectively deal with the issues. A practical approach, led by a professional in the field. (Note: Truck safety is a separate workshop and will not be covered in this one.)
- 9. Labor History.** A discussion of the development of the labor movement by Cornell University Professor Nick Salvatore. How the early labor movement was formed, the battles it took to get organized.



GETTING TO THE CONVENTION...

This year's Convention will once again be at the Hilton Airport Inn, a modern, attractive convention facility that is reasonably priced. All Convention activities and rooms will be on the same premises.

For car parking... There is ample parking in the hotel parking lot at no charge.

From the airport... Push button #10 in the baggage claim area which connects you with the Hilton Airport Inn and indicate how many passengers and which airline you arrived on. The Hilton Airport van will immediately come to pick you up.

After the convention... You will catch the Hilton Airport van in front of the hotel and it will take you directly to the airport and your scheduled airline.

Parking trucks and RV's... You can park trucks and RV's right in the hotel parking lot.

REGISTER NOW... SAVE \$10!

Postmark your registration before October 5 and receive a \$10 reduction in registration fee (\$5 if registering for one day only). Reductions available for Teamsters and spouses only.

Name _____
Address _____
City _____ State _____ Zip _____
Phone () _____ Local Union No. _____

If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles (one way) receive a \$10 reduction in registration fee. Those travelling over 800 miles receive a \$20 reduction in registration fee. (Everyone must pay full housing costs.)

Mail to: TDU, Box 10128, Detroit, Mich. 48210 •
Phone: (313) 842-2600

Convention Registration	# of Persons	Total
Saturday & Sunday	65.00	
Saturday only	38.00	
Sunday only	26.00	
Fri. dinner & Sat. breakfast	16.00	
Housing Cost (includes tax)	Fri. Sat. Sun.	
Single occupancy	35.00 ☐ ☐ ☐	
Double occupancy	40.00 ☐ ☐ ☐	
Triple occupancy	50.00 ☐ ☐ ☐	
Quad occupancy	55.00 ☐ ☐ ☐	
Childcare	# of Children	
If you are not a TDU member or if your membership has expired, JOIN NOW . \$20-\$25 for a year's membership and a year's subscription to CONVOY-DISPATCH .		
Total amount		
Less reduction for early registration and, if eligible, for registration reduction due to distant travel.		
Total amount paid		

1983 Rank & File Convention

Teamsters for a
Democratic Union
Oct. 15 & 16

Hilton Airport Inn
31500 Wick Road
Romulus, Michigan

—REGISTRATION—

Fri., Oct. 15 - 12:00 - 5:00 pm
Sat., Oct. 16 - 8:30 - 10:00 am

"I enjoyed the Convention, I learned a lot."

Wives Should Attend Convention, Too

By Carol Coonley
St. Louis, Missouri

Last year my husband Cliff and I attended our first TDU Convention. We didn't know what to expect. I took my swimsuit, reading material, and anticipated writing letters to keep myself busy while Cliff was attending meetings and workshops.

I even sent back the card saying that I would work registration during the convention. You see, I did not want Cliff worried that I would not have anything to do and be bored.

Well, little did I know, the time went so fast and I found so much so interesting that I didn't do any reading, letter writing, or even take a dip in the pool.

I'm glad we were able to be off

work Friday and attend the Leadership Training. I thoroughly enjoyed it and was accepted as part of the group, and I took part as if I were a Teamster. This made me feel real good.

I've never been union, my job is administration, but I'm interested in my husband's future. It's mine also, and he has always been a Teamster.

More Wives Should Be There

The wives reception helped me to feel at ease. As I moved around the convention I knew faces. I think the Wives in TDU workshop was great. Informal, made you feel at ease, and gave you a lot to think about. I wish more wives would have been able to be there. Understanding what their husbands are doing could make their

lives together much more rewarding and a lot easier to understand.

Working the registration area made me feel part of the whole thing and it enabled me to meet more people and gave me a feeling of contributing. When you see how hard these people worked to run the convention, you know they sure could use more help. Everyone was so friendly and I felt welcome.

Another item of concern in packing to go to the convention was what kind of clothing to take. Well, I sure didn't have to worry about that. I didn't have to worry about 'I don't have a thing to wear,' the dress was casual and that sure eliminated a dress contest.

I enjoyed the convention, I feel I learned a lot. And in the last year



DARN RIGHT, WE'LL BE THERE, say Cliff and Carol Coonley from St. Louis. Cliff drives for OK Trucking in Local 600.

Cliff has really gotten things rolling here in St. Louis and attending the convention helped us both a lot in knowing how to organize TDU.

Little Organizing in Presser's Local 507

Our union president claims to be a master of public relations—or some might say, "the big lie." One of Presser's biggest myths is about his great success in Ohio, where he claims to have initiated forward-looking programs and engaged in successful organizing to build up Local 507.

Presser doesn't usually point out that Local 507 pays him and his pal Harold Friedman a total of \$400,000 in salaries a year between them, a pretty heavy load for a local of 5,000 members. Nor is he quick to point out that five former employees of 507 are allegedly "ghosts," who never worked for the local at all. One has already pleaded guilty, and another—Jackie's Uncle Allen—is about to go on trial.

Real History of Local 507

But what is the real history of Local 507's growth and development? Is there any truth to Presser's claims of organizing success? TDU has carefully investigated the organizing record of 507 by sending a researcher to the offices of the National Labor Relations Board in Cleveland, to inspect the NLRB's records of representation elections in the area. Under the Freedom of Information Act these files must be

open to the public.

The research revealed that from 1977 to 1983 (seven years), Local 507 did not participate in a single NLRB organizing election. Prior to 1977 there were several organizing votes, with a maximum of four in any one year (in 1974, 507 won two and lost two, gaining a total of 53 members). By 1976 it was down to one vote all year, and it lost. After that, nothing.

Interestingly, virtually every other Cleveland area Teamster local union was involved in many more NLRB organizing elections. Not just the big locals, but even small ones like 416, 415 and 336.

Thus it appears that most of the shops organized by Local 507 were organized without any employer challenge. If an employer accepts a union without any challenge, there need not be a vote through the NLRB.

The fact is that Local 507 grew primarily by stealing members from other Teamster Locals and by signing sweetheart contracts with employers who preferred Local 507 to having a real union. Local 507 was founded in August, 1966 when Presser's father William created it as a new toy for his son Jackie, who was installed as

TDU MEETINGS

BC/Yukon Area TDU
Thursday, Oct. 13—7:30 pm
Rio Hall, 3325 Kingsway

Des Moines Area TDU
TDU Family Picnic
Sunday, Sept. 25—1 pm
On Easterlake, Shelterhouse #3

Local 688 TDU Picnic
Saturday, October 1—1-5 pm
Indicott Park
St. Ann, Mo.
(beer, soft drinks and hot dogs)
\$4 donation, \$6 family

Springfield Area Teamsters
Monday, Sept. 26—9 am and 6 pm
Howard Johnson's
Glenstone Ave. at I-44
Springfield, Mo.

St. Louis Area Teamsters
Sunday, Sept. 25—2 pm
Finningers Hall
8370 N. Broadway

East Tennessee Regional Meeting
October 1, 9:00 am-12 noon
Helma Restaurant
Asheville Highway & 11E
6 miles northeast of Knoxville
(Buffet bkfast at 9 am, \$3 all you can eat)

Twin Tiers TDU
Saturday, Oct 8—5 pm
Horseheads American Legion Hall
Horseheads, NY

UPS Educational Conference
Saturday, Sept. 24—10 am-6 pm
Sheraton Normal
I-55 at I-51
Normal, Ill.

Cleveland Local 507

Petitions at NLRB for certification (organizing) elections, both RC and RM (those initiated by union, and by employer).

Year	Total Elections	Won	Lost	Members Added
1971	3	2	1	102
1972	1	1	0	150
1973	1	1	0	61
1974	4	2	2	53
1975	2	1	1	27
1976	1	0	1	0
1977	0	0	0	0
1978	0	0	0	0
1979	0	0	0	0
1980	0	0	0	0
1981	0	0	0	0
1982	0	0	0	0
1983	0	0	0	0

Source: TDU review of NLRB files, Cleveland, Ohio.

Secretary-Treasurer. Harold Friedman was made President, and Jackie's uncle Allen Friedman became Vice-President.

Local 507 got workers inside the big Fisher Fazio, Kroger and other warehouses from Local 407 without a vote. Local 197 was dissolved into 507 in 1967. Locals 752, 555 and 545 were all dissolved into Local 507 in 1976. About 250 members were transferred from Local 400 at Seaway Foods.

These facts are helpful in evaluating Presser's claims about his grandiose plans for expanding the Teamsters membership, while he negotiates concessions and watches the freight membership go down the drain. There is not one shred of evidence that Presser and his cronies know the slightest thing about organizing, especially in these challenging times when organizing the unorganized is a crucial task for the union.

Show Your True Colors

The TDU cap is blue and white, with the TDU emblem in red, yellow and blue. Printed on the front is: MAKE OUR UNION STRONG and RANK AND FILE POWER. It is made of tough 'breathable' nylon mesh, and adjusts to all sizes.

\$6.00 each/\$5.00 each on orders of 5 or more



Name _____
Street _____
City _____ State _____ Zip _____
Quantity _____ Amount Enclosed \$ _____

"I'll Be There!"

Rod Howard, U.P.S.
Local 519, Knoxville, Tenn.

"I'll be at the Convention to learn how to help our local union turn back to the rank and file, and give the members what they pay their dues for."



Hang

News of
UPS Workers

UPS

Local 804 Beats UPS ON Labor Board Charges.

Local 804 in New York City has struck a blow for its members' rights by winning two favorable settlements from UPS before the National Labor Relations Board. In the first settlement, UPS agreed not to interfere with the rights of employees to contact or otherwise utilize their stewards to process grievances. The company had illegally threatened members for taking grievances to their stewards.

UPS also settled with the union over the local's right to the use of bulletin boards. The company posted a notice saying that they will not "remove, warn or direct our employees to refrain from posting on or remove from official union boards materials in opposition to ratification by the union's membership of any collective bargaining agreement between UPS and the union." The settlement went on to say that UPS "will not threaten our employees with closure of our business or other reprisals if they refuse to ratify any such agreement."

These victories show what an aggressive local union can do to protect the rights of its members.

Running "Scratch"? Then run harder.

It seems that package car drivers in Brockton, Mass. are "running paid under" too often these days. Management has introduced a change of standards reportedly called the "Elemental Time Study." A crucial aspect of this "Time Study" has been to change the walk pace time allowed when making pickups and deliveries. While drivers are normally allowed walk time for a trip to and from the truck for both the pickup and the delivery, they are now expected to walk in with the delivery and out with the pickup. Essentially cutting the allowed walk time in half.

It is unclear what will happen at industrial stops where many packages are involved. Management in general seems happy with what they call their new, more "fair standard," especially as drivers previously "running paid under" are now "running paid over," and are forced to run all the harder to keep up.

Sticking it to UPS in Decatur.

As we all know, the life span of important information posted on a UPS bulletin board is often just a few hours. To prevent notices from mysteriously "disappearing," an enterprising UPSer from Decatur, Ill. devised a novel way of making those notices stick. First the notice is taped to the board where it is covered by a piece of heavy plastic. The plastic is then stapled to the board with as many staples as possible. Reports from Decatur indicate that TDU literature is staying up much longer. We only wonder if supervisors are being time studied on how quickly they can remove the staples.

Jacksonville UPS Teamsters Organize.

Jacksonville, Florida is the home of the newest TDU Chapter, and UPSers have played a leading role in recruiting new members and getting them more organized. Membership started to grow around the time of the last contract with feeder drivers from throughout the south distributing TDU materials and literature into the Jacksonville centers. Chapter leaders are preparing a local newsletter and spending a lot of time talking to part-time workers who are, in the words of one of the chapter leaders, "crucial" to the growth of TDU and very important in getting a decent contract in 1985. Congratulations to the new chapter, and thanks to the many feeder drivers who spread the word about TDU.

New England B.A.s Reject Incentive Plan

The New England Area Parcel Grievance Committee rejected the implementation of the Incentive Plan in New England, following a brief trial period conducted at the Stratford, Conn. UPS Center.

According to a flyer sent out to all New England UPS Locals, a meeting was held to explain the program to UPS Business Agents. A presentation was made on the plan, and it was then "unanimously voted upon by the Business Agents in attendance to reject the Incentive Program and direct the company officials that no further trials were to be undertaken in New England under the present contract."

The Incentive Plan has been in effect in parts of the country for a couple of years. Under the plan each driver receives a specific dispatch, say 9½ hours. The object is to complete the dispatch in less than the allotted time and still receive pay for the full dispatch. With so many variables involved, such as weather, route, number of packages, and combined with the new driver release methods, it

is difficult and often impossible to be sure that all drivers in a center will have an equal chance to profit by the plan.

The New England Committee's decision to veto the implementation of the plan is a positive sign, and shows that the union can take a stand against UPS in their drive for ever-greater productivity. The rejection is all the more amazing in that Tony Rossetti is the Co-Secretary of the committee. Rossetti recently helped UPS further erode working conditions in Bridgeport, Conn. by paving the way for the loss of job guarantees for fulltime inside employees there.

According to one New England member, the committee wouldn't have rejected the plan if it wasn't concerned about the "pressure from the members if Incentive was brought to New England." The committee has taken a small step forward in the battle for better working conditions at UPS. It's up to rank and file UPS members to organize and push for a big step in the next contract.

Local 407 Fights UPS Over "Biased" Decision

UPS not only harasses individual employees, but often its harassment extends to union representatives and the union as a whole. Cleveland Local 407 is no exception. The Local now reports that it intends to fight back.

At the Middleburg Heights, Ohio facility, UPS has violated Article 4 of the contract time and again. The Article states that "the job steward... shall be permitted reasonable time to investigate, present and process grievances on the company property."

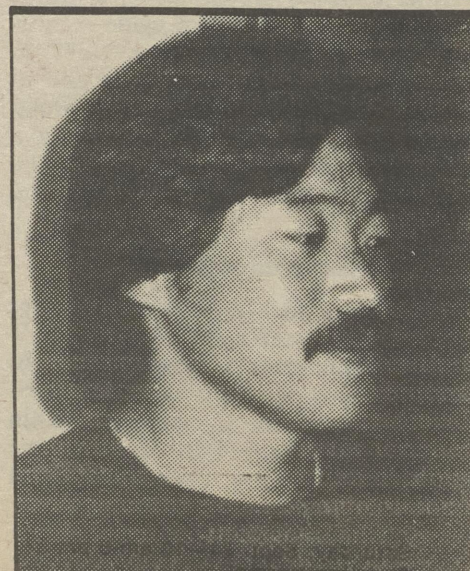
UPS has violated this and attempted to discipline stewards for investigating grievances on company time and for staying on the property more than 15 minutes after punching out.

The local responded to these anti-union tactics by planning to bring additional agents to a hearing. UPS refused to meet claiming they would decide who would attend for the union, since the meeting was on their property! When UPS stopped playing

games and the 32 grievances came to the state panel, management claimed that they were untimely (due to their own games).

In an all too familiar move the union reps on the panel sided with management on this issue. In a strongly worded letter Local 407's President Sam Theodus wrote to all UPS members that the panel decision was a "truly BLACK day in the Labor History of the city of Cleveland and the state of Ohio and for all Teamsters." He went on to say that the Local would not accept Decisions from any "company orientated grievance panel", and that Local 407 would attempt to "pursue whatever legal avenues are available through the courts or the labor board to have this gross injustice and totally biased decision overturned."

Any progress they can possibly make will be welcome news to all UPS Teamsters.



"I'll Be There!"

Bob Hasegawa, U.P.S.
Local 174, Seattle, Wash.

"What's the answer to the working person's plight? The real key lies in rank and file power. TDU is the best hope we have to achieve the working person's end, a strong union. The commitment and dedication of the people in TDU to democracy and unionism never ceases to amaze me. It'll be an honor to meet them all in Detroit at the Convention."

Peick Splits Up Master Seniority at Scot Lad

Actions taken by Local 705's Louis Peick over grievances at Scot Lad Foods in Lansing, Ill. show how out of touch Peick is with basic unionism. When Peick decided to move on rumors of expansion at Scot Lad last year, he cost the drivers their master seniority list, put higher seniority men on layoff while lower seniority drivers worked, and undercut the longstanding cooperation and solidarity that had existed among Scot Lad drivers.

For years the Scot Lad drivers worked under an arrangement that was unique for the Chicago area, but one that satisfied everybody. When these drivers initially came under the jurisdiction of the Chicago locals back in the '50s, drivers were arbitrarily sorted into Locals 705 and 710. New drivers were arbitrarily assigned to one local or the other when they were hired. Local membership did not reflect what kind of work they did (road or city) and everyone was on a master seniority list. Wage rates in each of the contracts were so close that everyone was paid according to the Local 705 hourly rates.

But in 1980, Scot Lad had 51% of its stock bought by Farm House Foods of Milwaukee. That's when the drivers' headaches really began.

Company Targets Hourly Pay

When Scot Lad bought A&P's Chicago stores last year, it approached both 705 and 710 for concessions. One concession was to put the 710 drivers on mileage. Both locals turned Scot Lad down, but the company broadly hinted at the time that it was going to put on 30 more drivers for the new work they were expecting.

In October, 1982, Scot Lad tried to force all its drivers onto mileage for

runs over 75 miles. Both the 705 and 710 drivers filed grievances, with the 710 drivers arguing for a maintenance of standards on a past practice of being paid hourly.

That's when Louis Peick entered the scene. At a grievance hearing before the 8-man local cartage board, Peick (who is not even a member of this board) walked into the room and took over the hearing. He insisted that Scot Lad's board be split between 705 and 710 drivers. The 8-man board went along with Peick and ruled that the 26-year old master seniority list at Scot Lad would be split in January, 1983.

Peick helped give Scot Lad what it had been looking for. A strict division between 705 and 710 drivers would give the company a wedge to use against the 710 drivers in its mileage pay attempts. Once it did that, it could use the lowering of 710's conditions to start undercutting the 705 drivers — divide and conquer.

Drivers Sue Company & Local 705

The Local 705 drivers filed a lawsuit in February against Scot Lad and against Local 705 for failure to represent them properly. These suits are very difficult to win and can take a long time. Even so, Local 705 has made some astounding admissions in court, such as claiming it was unaware of a master seniority list at Scot Lad — though it has represented members there for 26 years!

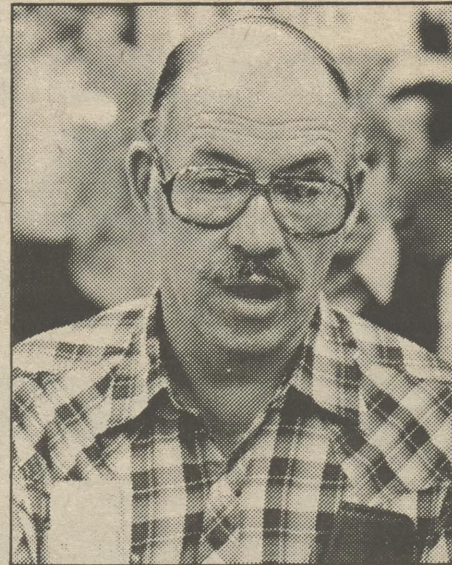
Appeals by 710 over the jurisdiction decision have been fruitless. Peick has gotten his decision rubber-stamped at every level. Local 710 never filed charges against Peick. The International has appointed a special committee to resolve the case, but no

They'll Be There!

Ralph McAdoo, Kroger
Local 407, Cleveland, Ohio

"I'm coming back. I've only missed two TDU Conventions, including the first one at Kent State University in 1976. At that time I didn't know there was a group organized to bring democracy back to the Teamsters Union—if it was ever there. We've come a long way and now we have them looking over their shoulder."

"For the last 20 years, I've seen the International manipulate almost all the local union's power away to the point where we have to fight the International as hard as the employers to get justice. But to see unionism in its highest form and to see what it was meant to be, please come to the TDU Convention. For some of you it may bring back old memories and for some others it's a chance to see how a real union should meet."



David Spencer, Kroger
Local 610, St. Louis, Mo.

"In the face of all these giveaways and contract concessions, I feel it's my responsibility to be at the Rank and File Convention to learn all I can, and do all I can to save our seniority rights, our contracts, and our union."



one is holding their breath.

Hardest hit have been the 710 drivers. While their grievance on mileage pay deadlocked at the Joint Area Committee and they are now being paid hourly, many are only working 2 or 3 days a week. Others have been laid off while new drivers from 705 are working. And now the company has re-applied for relief from 710.

Did Peick or 705 gain anything out of his insistence on splitting the board? Hardly. Instead of the 30 drivers Scot Lad had hinted at hiring, only five

have been put on to handle the work from the A&P store purchase, and three of them are now laid off. The only winner has been the company.

Whatever Peick's motives might have been — whether to undermine his political opponents in the Joint Council, to pick up a few more membership dues that otherwise would have gone to 710, or to disrupt an arrangement he didn't like — one conclusion can be drawn from his actions: he helped the company get something it wanted and the members are the ones who have suffered.

New Book Provides Valuable Information

"Concessions and How to Beat Them"

Sometimes we can get too wrapped up in our own little piece of the universe and not see the larger picture. For those of us in TDU, our little world is the Teamsters Union. But the Teamsters Union is part of a larger picture, the North American labor movement, and the world economy, now dominated by multinational corporations and bankers.

A new book, **Concessions and How to Beat Them**, is a great way to get a look at the bigger context in which concessions and giveaways are taking place.

Written by Jane Slaughter and published by **Labor Notes**, a monthly newsletter on the labor movement, this book provides a readable and interesting analysis of concessions: the economic reasoning behind them, and the record of unions that have granted concessions and companies that have demanded them.

Concessions reveals in hard facts and statistics that our economic problems are not caused by overpriced U.S. labor (as management usually claims when trying to sell a concession-ridden contract), but in

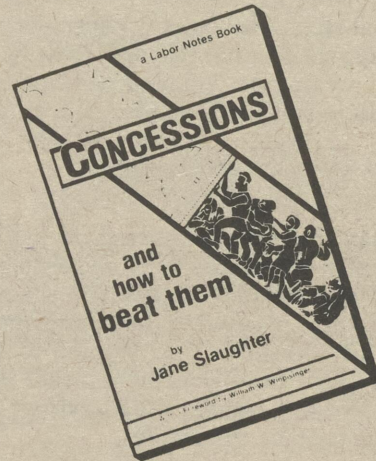
the worldwide economic downturn of recent years.

Thus we see that concessions don't make a company any more able to compete, nor does management generally live up to its commitments to keep facilities open after concessions have been granted. The example of United Steelworkers Local 1330 at U.S. Steel's Youngstown Ohio works is cited. There workers made significant concessions on work rules in 1977 after the company promised to keep the plant open if it remained profitable. Although the mills made a small profit, the company closed the plant in 1980 anyway, and 3,500 jobs were lost.

Examples of Resistance

Perhaps most important is Chapter Four, "Resisting Concessions," which illustrates strategies to fight concessions through actual experiences of unions or caucuses within them, including TDU. This chapter stresses solidarity, organization and education as the keys to success.

For example, UAW Local 595 put more than 300 of its members



through a class on concessions, debunking GM's claims about the wage gap with Japan, discussing the company's investment plans, and showing that concessions wouldn't save jobs. Eventually, 84% of their members voted against the GM concession contract which was narrowly passed in 1982.

Another example provided of a union local that successfully fought against "cooperation" with management and actually made modest gains is the struggle of UE Local 277 in

New Bedford, Mass. against the giant Gulf + Western conglomerate. The local had a strong militant tradition, and coupled with a sophisticated campaign of outreach to the community, they won support and favorable press coverage. The local stopped concessions demands, won modest wage and benefit gains, as well as an increase in the number of jobs.

More than just a collection of facts and stories, this book lays out in plain language why concessions not only won't protect jobs, but how they can be used to destroy jobs and permanently alter the great traditions of unionism in the United States. You will finish this book with the feeling that those of us in the Teamsters Union who are saying "no" to giveaways like the now-defeated NMFA Relief Rider are saying "yes" to the best tradition of the labor movement.

Concessions and How to Beat Them is published by the Labor Education and Research Project and is available from the TDU office for \$4.50.

What to Do if You're Ruled Out of Order

How to Get a Motion Passed

In the campaign to defeat the NMFA Relief Rider, one crucial step was passing more than 50 resolutions in local unions around the country putting the locals on record in opposition. These resolutions built up momentum and sentiment against the Rider and contributed to the magnitude of the members' victory.

But many more locals might have passed resolutions if local union officials hadn't ruled them out of order, or otherwise prevented the motions from being considered. In some cases, members challenged the chair's efforts to rule the motions out of order and won. But in other cases the members weren't aware of all the tactics available for getting motions passed.

This article outlines some of the aspects involved in getting your motion passed. Motions like the ones against the Rider, and others concerning matters of local union policy, can be very important. They show what the will of the members is, with the full authority of democracy behind them. Learning how to get motions passed is an important skill for union activists.

On the Floor of the Meeting

To get a motion discussed and voted on, it must be properly made and seconded. Someone should read the motion off clearly. Someone else should then second the motion.

If the Chairman of the meeting says

your motion is out of order, the "Rules of Order" from the International's "Model Bylaws"—which are included in most Local Union bylaws—can be very helpful. Rules #11 and #12 make very clear your right to appeal any ruling the chairman makes by calling for a vote of the members. The rules read:

Rule 11. If any member shall feel himself aggrieved by a decision of the Chair, he may appeal from the decision of the Chair to the meeting without debate.

Rule 12. When an appeal is made from the decision of the Chair, said appeal shall be stated by the Chairman to the meeting in these words: "Shall the decision of the Chair be sustained as the decision of this meeting?" The member taking the appeal will have the right to state the grounds of appeal, and the Chair will give his reasons

for the decision. Thereupon the members will proceed to vote on the appeal without further debate, and it shall require a majority vote to overrule the Chair.

If the union officials try to ignore the rules, you should inform them that they are obligated by federal labor law to give you your rights under the bylaws. Court suits are expensive and time consuming, but there are other steps you can take to win your point. If an officer refuses to recognize a motion or a vote to overrule the chairman of a meeting, he is in violation of any local bylaws which contain these rules.

You should file internal union charges against the officer first. Even if the Union Panel hearing the charges is made up 100% of flunkies, it will be



very clear that you are within your rights and that they would lose in the long run. In a number of locals, the conduct of union meetings has been made more democratic by following this route.

The main value of any motions you pass will not be a legal one. They may be useful later in court, but their main value is with the members of your local. Your main objective is to get a clear expression of the desires of the membership and to put your Local Union officials on the spot.

705 Giveaway to UPS in Chicago, Undercuts Anti-Concessions Fight

By Bob "Red" Reilly
Local 705
Chicago, Ill.

Once again the Benedict Arnold of IBT Local 705, Louis F. Peick, has exercised his privilege of undermining our contract by giving UPS a staggered week in its piggyback operations. But the UPS drivers aren't taking this lying down. On Sunday, September 18, 50 angry drivers met to fight this sellout move.

Up until now, UPS railyard work has been leased out to Chicago piggyback companies such as Willett Transportation. But now that Peick has given the "staggered week"—which provides for straight time pay on weekends—to UPS, Parcel will do most of the rail work by itself.

Now if you listen closely to Louie, you'll discover that he'll defend this asinine move by saying that United Parcel will put more men to work because of this concession. What he doesn't tell you is that union drivers who have had the foresight and courage to resist management propaganda and the union's inability to defend them will now be laid off.

Drivers like those at the Willett Company, who have stood their ground for almost 18 months and held onto the contract despite 705's efforts to sell them out, will once again be forced to fight for their jobs. Many of the new hires at the Willett Company will now

be laid off or soon will be.

Since Louis F. Peick is incapable of muttering a sentence without locker room language then it's safe to assume his brain is as scrambled as his mouth. Now he has decided to put his ignorance in a spotlight so that the

whole world can see what "stupid" really is.

But Peick may have gone too far now. By infuriating the UPS drivers in Local 705, he may have put in place the final part of the coalition which will send Louie to an early retirement.

A 'Tiny Minority'?

(continued from page 1)

meetings packed with hundreds of members? Across the state, on August 20-21, members spoke out angrily on Presser and the rider. Not one local voted to back the rider. In Columbus, 400 members voted unanimously for Presser to resign. The next day a packed union meeting in Cleveland, Presser's home town, unanimously repeated the call—Presser must go. In other Locals, Presser-loyalist officers could only stop the call by declaring the motion "out of order."

Across the country, these were not the usual meetings—with a handful of members. They were packed—the largest in years. Across the country TDU members took the floor to give the rank and file viewpoint. Were they "blasted" down with boos from the silent majority? Hardly. The results speak for themselves. Presser's PR machine and "Blast" squads cannot cover up the truth: the members of the

IBT have rejected Jackie Presser, his leadership and what he stands for.

Of course, some may still doubt that. But then there is one sure way to tell. Hold an election for IBT General President—one Teamster—one vote. Let the entire membership cast a ballot. A leader who stands for the members would have nothing to fear. Even an incompetent with millions to spend might win. But Presser wouldn't stand a chance.

That's why he has to resort to PR firms, threats, lies, slanders and "Blast" squads. Time and again, TDU has asked Presser to debate before an open meeting of Teamsters and the press. He never answers.

We believe that Ohio shows it. Truth is stronger than lies. Justice is stronger than foul play. In the end the members will be more powerful than a bloated millionaire. If you agree, you know what to do—Join TDU and be a proud Teamster.



We'll Be There!

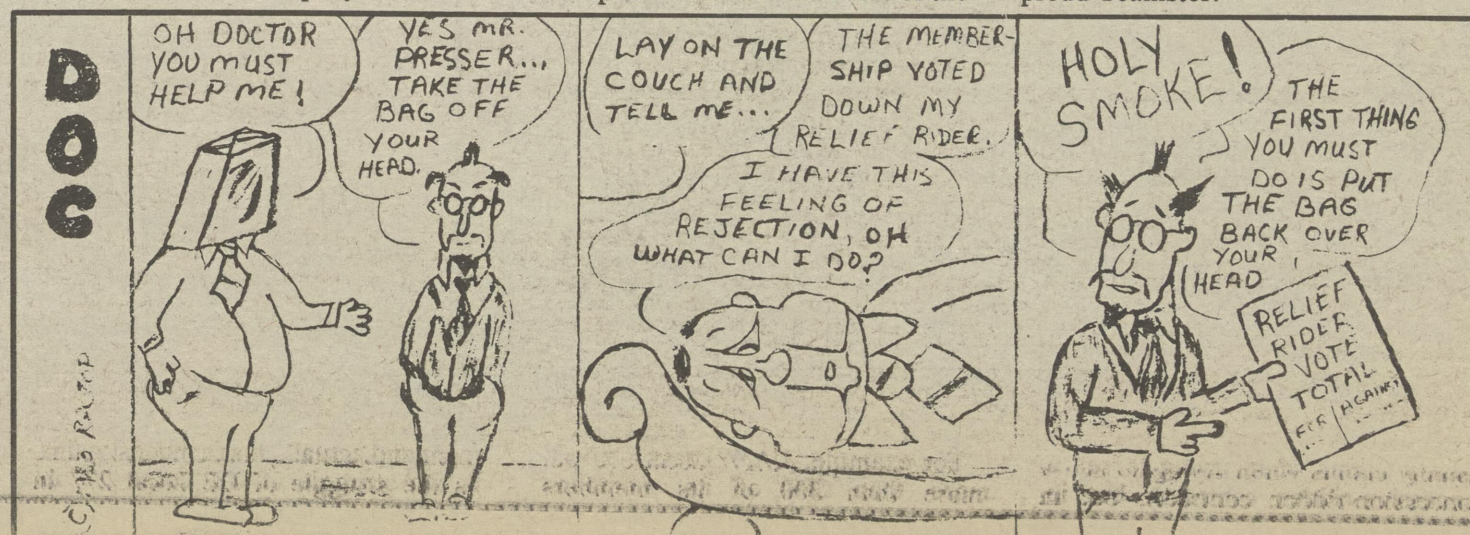
Mike Domke, steward
Borman Foods
Local 337, Detroit, Mich.

"It's a privilege to participate in this year's convention. The workshops are very useful to me as a union steward. I encounter discussion of many problems our Local officials refuse to solve. Such as: outrageous production standards, the deterioration of our grievance procedure, the breakdown of classifications, the abuse of summer replacement programs and the disregard of seniority rights.

"Since our officials refuse to deal with these, the TDU Convention is crucial to help us combat the decline in our contracts and conditions. I look forward to meeting the dedicated TDU members who have experience with similar problems and who have constructive suggestions about dealing with these problems in a democratic way."

Pat Domke, National Wholesale Drug
Local 337, Detroit, Mich.

"I'll be at the Convention because I like the feeling of concern and understanding. People treat each other like union sisters and brothers, and everybody has a right to speak. It gives you a real uplift."



Enforce Contracts and Organize the Unorganized

A Real Program to Save Jobs

The Relief Rider to the NMFA was put forward by Jackie Presser & Co. as a way to put Teamsters back to work and to save the unionized trucking industry. But the vast majority of members—laid-off and working both—saw through these claims as a sham.

What steps could be taken to put laid-off Teamsters in freight and other industries back to work? There are concrete steps which can be accomplished. Here are a few suggestions for a positive program to help laid-off members:

1. Stop Double-Breasting Nonunion Divisions. The International is allowing company after company to open scab operations. CF operates Con-Way West and Con-Way Central, nonunion truck lines. The double-breasting language of Article 32 is not being enforced. Roadway Express also has nonunion operations, part of its special commodity division. Some of the special commodity drivers belong to Birmingham Local 612, but some just run nonunion and get no pension, health and welfare or other union benefits.

2. Curtail Forced Overtime and Forced 70-Hour Logs. The carriers claim they would like to put people back to work, but force thousands of city and dock employees to work overtime while others are laid-off and force many or most road drivers to run right at the maximum legal limit of 70 hours every eight days, while others

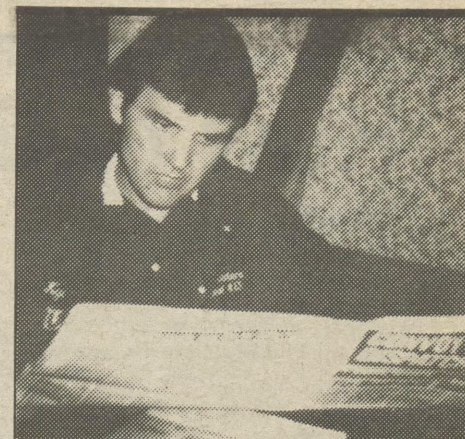
sit home. How about an emergency contract clause to make overtime work and dispatches after 40 or 50 hours **voluntary**, so that those who would like to refuse can help provide work for thousands of laid-off Teamsters.

In addition, this kind of program could even be taken to Washington so that it would not only cover unionized but nonunion carriers as well. Our union could get broader backing, from safety groups, other union civil rights organizations and others to change the DOT hours-of-service regulations to provide not only the present maximum but also a guaranteed protection for drivers who want to run only 40 or 50 hours, skipping one dispatch a week and providing jobs for others. TDU has fought hard for this for years, but needs the backing of the whole IBT.

Also, the union should curtail the rampant use of casuals instead of regular jobs.

3. Organize the Unorganized. This is the major answer in the long run, a major drive to revitalize our union and organize nonunion trucking and warehousing industries. To survive as a union there is no avoiding it. Yet there is no plan on the books to do it. A starting point might be a national conference by local unions on organizing in the trucking industry, to formulate plans and get the ball rolling.

These are just some of the possible steps that would be part of an overall jobs program for the Teamsters Union. It's time that members and local unions demand such action out of our International.



"I'll Be There!"

Kyle Ray, Smith's Transfer
Local 413, Columbus, Oh.

"I will be at the TDU Convention for the education provided by the workshops. As a steward it will improve my ability to serve the members. What I like about the TDU Convention is that it's open to all Teamsters, unlike workshops held by the International."

Members Vote Down Rider

(continued from page 1)

if the numbers released were not credible.

Where to Now?

We have reason to be happy, but the real question is what to do now, to put our union on the road to regaining clout, organizing the unorganized and standing up for the rank and file.

Many members have contacted us about a drive to win the **"right to vote"** for our General President and

International Officers. This would go a long way toward dealing with the problem.

"It's impossible, you'll never get it."

"You're right, we need that, but I wouldn't bother to get involved, it's all fixed."

"The members will never understand, they're all sheep."

Get ready to hear those once again. But the rank and file did prove those

statements wrong on September 16, 1983. By an overwhelming 7-1 margin.

Now if we can get some of those 94,000 who took the first step—and many more not covered by the NMFA also—to take a second step, maybe we can really get somewhere.

The place to consider this is the Rank & File Convention, October 15-16, 1983, in Detroit, Michigan. We'll have a victory to celebrate there, but we'll have a lot more to discuss, too.

JOIN TDU It Makes a Difference!

TDU was there when you needed it... with accurate information and a national network of dedicated Teamster members. The result? The Relief Rider to the NMFA was stopped by a 7-1 margin.

But it cost thousands of dollars. For printing, phone calls and mailings. TDU needs *your* help right now. You can help by joining today — and getting others to join.

You'll be proud you did, and you'll help insure that TDU is there when you need it.

Membership Application Teamsters for a Democratic Union

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

(Optional) How did you receive this newspaper? _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

How Did Your Local Vote?

There were approximately 114,000 ballots returned to the Seabrook, Md. Post Office in the NMFA Relief Rider Vote. This number was provided to us by the postmaster, and TDU members were on the scene to check the ballots in the postal building.

These ballots were then trucked to the Holladay-Tyler Printing warehouse near Rockville, Maryland

where they were counted.

The votes were counted on a local-by-local basis, then the figures for each local were added together to get the total figures announced. We recommend you ask your local officers to demand to **know how your local voted**. Why should this be kept secret from the membership? Please convey any information you receive immediately to the TDU Office.

Teamsters

VOTE NO ☒

ON RELIEF RIDER

STICKERS ALL OVER CALIFORNIA

This sticker—5,000 copies—went up all over Southern California and fanned out via line haul and sleeper drivers in the West, thanks to the efforts of Local 224 member and Milne line driver Gary Brown. Gary had them made on his own, took off time to put them up and distribute them and got them to the Southern California TDU Chapter for more help although he was not a TDU member at the time. It was concerned members like brother Brown who really helped defeat this Relief Rider.